



Healthy Spine & Safe Lifting Class

An Interdisciplinary Training Program

Connecting Preventive Strategies
to Reduce Injuries

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Health Educator
Preventive Health Programs Coordinator



Morgan Edwinston, M.A. Brief Biography

Morgan Edwinston has a Master's degree in Interdisciplinary Studies, with a focus Health Sciences. Her undergraduate degree is in Patient Services and Relations.

Ms. Edwinston was hired to Sandia National Laboratories, at the California site to design and launch their preventive health programs, which includes a full fitness facility, the Life Design Center. Over the past five years Ms Edwinston, has led her Preventive Health Team to launch a full of array of successful health and wellness programs designed to keep employees active and reduce targeted health risks.

Prior to her tenure at Sandia, Ms. Edwinston taught Health Sciences courses at Universities and Colleges in the San Francisco Bay Area, as well as Health Education classes with Kaiser Permanente. Ms. Edwinston also worked in the corporate sector developing health promotion and wellness programs for major health insurance companies nationally. Ms. Edwinston has served as Marketing Director for a Bay Area behavioral health care company serving large insurance companies, where she played a major role in educating and assisting primary care physicians in coordinating behavioral health care for their patients.

Ms. Edwinston specializes in researching current trends in health information and research within multiple disciplines and providing that information to consumers for the benefit of creating positive and healthy lifestyles. Her primary interest is to help clients to take control of their health, and make positive changes towards reducing disease and disability, and most importantly living a healthy life.



Healthy Spine & Safe Lifting Class

Program Objectives

1. Increase awareness among participants of risks in postures, movements and lifting that can put them at higher risks for injuries and cumulative trauma disorders.
2. Help participants to make changes in self care and work strategies to prevent injuries and cumulative trauma disorders.
3. Provide resources and skills to maintain positive and preventative changes.
4. Reduce Injuries.



Healthy Spine & Safe Lifting Class

Making the Case for an Interdisciplinary Approach

- **Bring together subject matter experts (SME) to share information, data, skill sets and resources.**
- **Decrease redundancies in services and increase strategic planning.**
- **Provide a synthesis of relevant information and resources to the end user.**
- **Increase collaborative efforts between SME's to prevent and care for injuries more effectively.**





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An Interdisciplinary Approach

Ergonomic Work Station, Environment & Processes

➤ Evaluations:

- ✓ The Work *Fit* for Health & Safety

➤ Equipment and tools:

- ✓ Decreasing wear and tear
- ✓ Improving function.

➤ Education & Resources:

- ✓ Increasing awareness
- ✓ Offering resources and tools for work tasks and work environment.





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An Interdisciplinary Approach

Preventive Health

- **Educating and Motivating Positive Self Care:**
 - ✓ Eat well,
 - ✓ Fit & Flexible,
 - ✓ Sleep well,
 - ✓ Resiliency (managing stress effectively)
- **Manage risks through regular preventive health screenings and exams.**
- **Obtain Medical help when needed**
- **Manage Chronic Disorders**





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An Interdisciplinary Approach

Medical & Physical Therapy

➤ **Educating Medical Perspective on injury care and prevention:**



- ✓ Basics in physiology & anatomy.
- ✓ Body Mechanics - how parts wear out faster when used in more demanding ways.
- ✓ When It's time to get help
- ✓ How to facilitate their own recovery

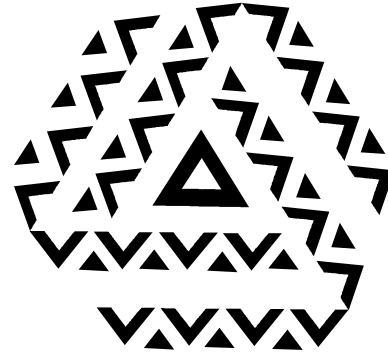
➤ **Providing Effective Treatment**



Healthy Spine & Safe Lifting Class

Teaching With Multi-Modalities

- Interactive
- Visual
- Auditory
- Kinesthetic
- Make as Many Connections as Possible
- Walk The Talk





Healthy Spine & Safe Lifting Class

Outcomes

Participation Metrics

Total No. of Participants to Date:

- **204; ~ 20% of the Total Population**

Leadership Participation:

- **15; ~ 10% of Training Group**



Healthy Spine & Safe Lifting Class

Outcomes

Participant Feedback

Overall Class Rating: 9.3 (scale 1-10)

Class Format	Ratings (scale 1-5)
<i>Understandable</i>	4.74
<i>Informative</i>	4.78
<i>Appropriate to Your Needs</i>	4.69
<i>Practical Exercises</i>	4.77
<i>Time Frame</i>	4.34
<i>Meeting time</i>	4.42
<i>Facilitator Skills</i>	4.75



Healthy Spine & Safe Lifting Class

Comments from participants –

“It was a great class and I am suggesting that regardless of job, everyone should take the class.”

“Excellent class, good cautionary information to get people thinking about back safety. Careful planning for lifting and use of good techniques for lifting were the two “take-aways” that stuck with me, and the ones I worked the hardest at.”

“Shorter class would have been desirable, but probably not possible with the amount of information to provide...Other than that, a great class.”



Healthy Spine & Safe Lifting Class

Outcomes

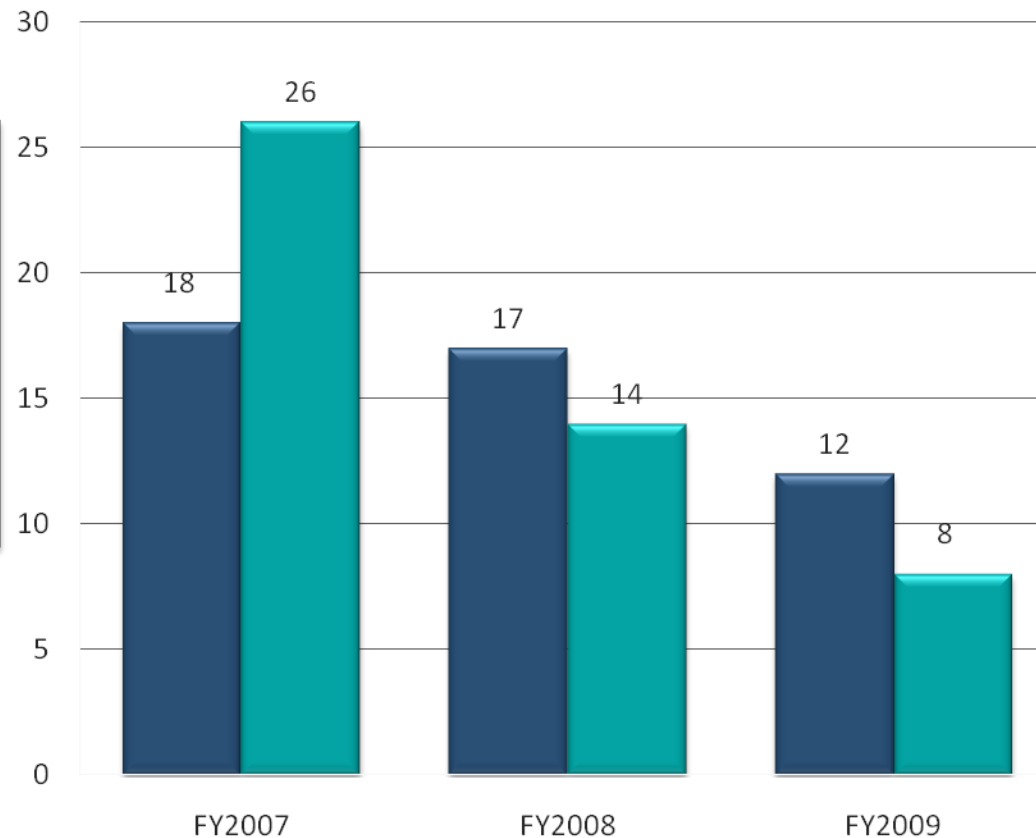
1 Year Follow-up

- 122 Participants
- 29 Responded (24%)

Personal Improvements	Most or Some of the time
<i>Improved Posture?</i>	76%
<i>Using Proper Lifting?</i>	96%
<i>Doing exercises?</i>	62%
<i>Doing Stretches?</i>	66%
<i>“Cerebral Cortex Engagement” (aka, think before act)?</i>	93%

Sandia California—Injuries/Illnesses

2007-2009



A Recordable Case is a work related injury or illness that results in one or more of the following:

- Death
- Days away from work
- Loss of consciousness
- Medical treatment beyond first aid
- Diagnosis of a significant injury or illness by a physician
- Other situations as described in 29 CFR 1904.

■ Non-Recordable ■ Recordable

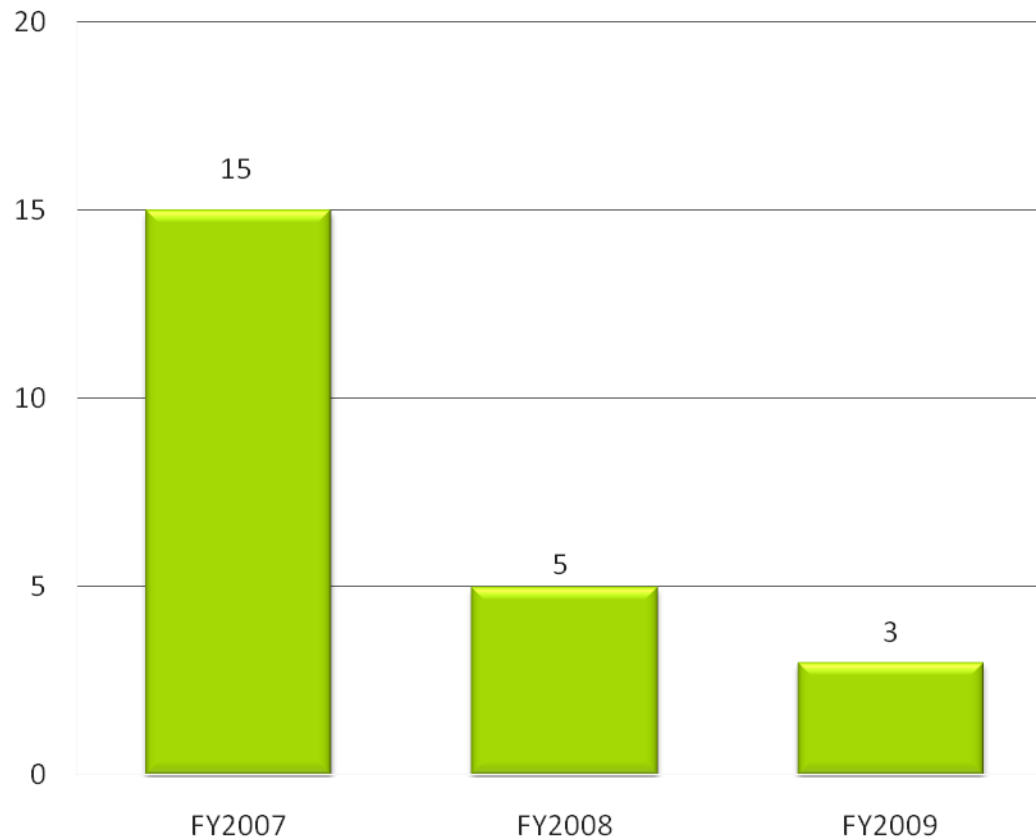
October 2006—June 2009

Sandia California—Injuries/Illnesses

2007-2009

A DART Case is any work related injury or illness that results in which an MDW:

- is unable to perform any of their assigned job duties due to a work related injury or illness,
- has been issued work restrictions by a certified health specialist, or
- has been transferred to a new job assignment as a result of their injury or illness.



■ # of DART Cases

October 2006—June 2009



Healthy Spine & Safe Lifting Class

Successes



- Members of Leadership have taken the class and given high marks. This is essential for fostering shifts towards a preventive culture, as well as the success of the program.
- The healthy spine & safe lifting team communicate and collaborate more on site issues and projects, share information, resources and data.
- The Healthy Spine & Safe Lifting Class is part of a site-wide initiative for reduction in injuries. The site is currently seeing a downward trend in injuries.



Healthy Spine & Safe Lifting Class

Lessons Learned



- Compress time as much as possible without compromising quality.
- Active Learning or kinesthetic learning does seem to work best in terms of perceptions, real learning and enjoyment.
- Dealing with physical issues among participants during the class requires the assistance and participation of the Interdisciplinary team.
- Follow-up with a survey and training weary population requires new strategies.